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Faculty and Staff Newsletter  
Office of Communications  
Governors State University  
Park Forest South, Illinois 60466

MARCH 12, 1973

Vol. 2, No. 28

**CBPS OFFERS A NEW SELF-INSTRUCTIONAL MODULE (SIM)...**in statistics this session. It represents the first totally self-instructional system developed and implemented at GSU. SIM developers were JORDAN TSOLOKEIDIAS (CBPS) and PAUL WATSON (ICC). Still in the tryout and testing stage, the two developers anticipate that they'll develop and refine it further in the next one or two stages. The SIM uses 5 videotape-cassettes, a student guide and workbook, several programmed textbooks, and a standard text. Student Services will administer midterm and final student evaluations. (See box below for definition of SIM.)

**POSITIVELY KIDDING AROUND...**The first step toward child care services at GSU is a meeting Tuesday, March 13, 10-12 a.m. in Rm. 248. Responding to concern and requests for such services at GSU, the Community Advisory Council and South Suburban Community Child Care Committee (4 C's) are convening the meeting so interested groups can share information and resources and begin planning a coordinated effort. Persons or groups are invited to give 5-minute presentations of homework done on child care. Interested persons should contact Nancy M. Swazee of the 4 C's Task Force, 748-5660.

**AT THE UNIVERSITY ASSEMBLY...**meeting Feb. 22, the following were elected to the University Appeals Comm: JAYNE DELAWTER (CHLD), TINA STRETCH (CCS), PAULA WOLFF (CBPS) from Faculty with EDWARD MILLER (CEAS) as alternate; BURT COLLINS (COOP ED), MEL MUCHNIK (COMM), TONY WEI (LRC) from Support with DIXON BUSH (COOP ED) as alternate; BECKY KELLER (CCS), WILLIAM WHITED (CHLD) from the Student constituency with JOANNE COHN (CCS) as alternate, JUDY PIARSKI (CCS) as Civil Service member with MARY LOU CAMPBELL (COMM) as alternate; and from the Community, VERNON YOUNG, with WALTER STRUTHERS as alternate.

**RECRUITMANSHIP TO BE LAUNCHED...**In the next few months, GSU recruiting teams and/or representatives will visit 17 junior and community colleges in the metropolitan Chicago area. An annual spring recruitment campaign, they'll talk about GSU to prospective students during March, April and May. This week, the GSUers will be at Harper College (Wed.) and Triton College (Thurs.). Later dates will be announced in FAZE I "Events."

**SELF-INSTRUCTIONAL MODULE (SIM) DEFINED..**  
A SIM is one kind of instructional system. Coordinators of Instructional Development (ICC) and faculty of their assigned college work together towards the development of instructional systems. An instructional system may employ one or more modes of instruction (e.g., seminars, self-instructional, field experiences, cooperative experiences, discussion). The SIM is unique, being an instructional system that employs primarily one mode of instruction (self instruction). In a SIM the student may achieve the module's competencies at his own pace, at the time and place of his own choosing, and, often, through a choice of media/materials.

--PAUL WATSON (ICC)

GSUings...JAYNE DELAWTER (CHLD) conducting workshops on learning and SANDRA WHITAKER (CCS) dichotomizing differences between the sexes into biologically based or culturally imposed. ...DAVE CURTIS (R & I) serving on a panel and giving a paper, "Factors Relating to Faculty Autonomy in Colleges and Universities," at American Association of Higher Education Convention in Chicago...CHRIS LIEBSCHER (CBPS) representing GSU at Mass Transportation Crisis Convention at U of I Chicago Circle...CORA BURKS (FA) helping organize Illinois Council for Educational Services meeting in Peoria; at same confab, BILL BOLINE (CHLD) sparking workshop dealing with issues and implications for college, adult, and high school students in re present funding of educational programs; DAVE BURGEST (CHLD) attending...ED STORMER (CHLD) conducting a workshop demonstration of Adlerian Group Counseling for Dist. 150 South Holland in-service teachers workshop...VIRG PIUCCI (R & I) telling Homewood Rotarians about GSU innovativeness...PRINCE MC LEMORE (CHLD) being appointed to Advisory Board of Joliet's St. Mary-Sacred Heart School... SANDRA WHITAKER (CCS) presenting a Continuing Education Workshop in Chicago...BILL BOLINE, DAVE BURGEST, ART EVANS (CHLD) along with CLARA ANTHONY & ALMA WALKER (CCS) coordinating, advising, and facilitating workshops at African Association for Black Studies Conference in E. St. Louis ...DAVE CURTIS (R & I) being newly-elected chairperson of Standing Committee on Educational Programs and Policies (SCEPP), with ELAINE STRAUSS (COMM) stepping in as vice-chairperson...AL SHERMAN (CCS) being ATA-USO Overseas Selection Committee member and attending meetings in N.Y. ..also meeting with other Illinois Deans of Arts and Sciences at University Club in Chicago; and judging South Suburban Drama Festival at Bloom Twp. H.S.; then having editor of Journal of Black Studies accept his article, "Social and Cultural Differentiations of the Black Character in the American Theatre: 1770-1860" for publication.

GUESS WHO CAME TO VISIT?...GSU visitors this week were 40 teachers from School District 171 based in Lansing, Ill., who heard MARY ENDRES (AA) explain GSU's merry ways then toured the mini-campus with DOUG DAVIS (AA), MEL MUCHNIK (COMM) or ELAINE STRAUSS (COMM).

THIS WAS THE WEEK THAT WASN'T...The March 6 BHE meeting was canceled with the next meeting slated for April 3 in Chicago. Because of budget constraints, all 1973 BHE meetings will be held in Chicago.



"And so I say unto you, I'm  
O.K., you're O.K.!"

"Amen, brother! You're O.K.  
and we're O.K.!"

## THE ACADEMIC WOMAN

## A New Weapon in the Fight for Equal Pay

By Bernice Sandler

Hidden away in Title IX of the Education Amendments of 1972, and virtually unnoticed by the educational community, is a small section that extends coverage of the Equal Pay Act to executive, administrative, and professional employees. All faculty members and other professional employees in all educational institutions are thereby protected.

Unequal pay on the basis of sex is also prohibited by both Executive Order 11246 and Title VII of the Civil Rights Act, but the inclusion of faculty members under the Equal Pay Act will do far more than merely duplicate existing legislation. The Equal Pay Act was the first sex-discrimination legislation enacted by Congress, and it has been successful in getting women millions of dollars of back pay.

Its importance will be felt on campuses across the country, because its procedures differ markedly from both the Executive Order and Title VII.

The act is enforced by the Wage and Hour Division of the Employment Standards Administration in the Department of Labor. It is similar to the Executive Order in that reviews can be conducted without a complaint's having been filed.

In fact, one of the major advantages of the Equal Pay Act is that its complaint procedures are very informal, and very different from those of Title VII. The latter requires a notarized complaint, so that an individual woman must proclaim herself a victim, with all the attendant dangers of possible harassment and damage to a professional career.

In contrast, the Wage and Hour Division will investigate any institution on the basis of a letter or telephone call or anonymous tip. The latter is hardly necessary, for—unlike the procedures under the Executive Order and Title VII whereby the individual complainant's name is revealed to the employer—under the Equal Pay Act, the name of the complainant is not revealed. The anonymity of both the complainant and the employer is protected.

**No Documentation Needed**

Any person—employee or not—can look in the telephone directory for the phone number of the nearest regional office of the Wage and Hour Division, the Department of Labor, and report one's suspicion that there is a violation of the Equal Pay Act at X institution. A particular department or occupational classification or individual can be specified; no documentation is required. The identity of a complainant or person furnishing information is never revealed without that person's knowledge and consent.

An employer often does not know that someone has called the Wage and Hour Division. Under the act, the government has the power to conduct routine reviews, whether or not a complaint has been reported.

A woman might call, stating that she suspects she is being underpaid in the English department. Within a few weeks, a compliance officer will appear at

the institution to do a "routine check." The investigator can review the entire establishment or may choose to limit the review to a few departments, apparently chosen at random but obviously including the English department.

If a violation is found, the employer is asked to settle on the spot: to raise the salaries of the underpaid persons and to give back pay. The statute of limitations allows two years' back pay for a non-willful violation and three years' back pay for a willful violation (but, for academic employees, not prior to last July 1, when the law first covered faculty members).

Should an institution refuse (and most don't), the Department of Labor can take the employer to court. However, 95 per cent of the cases have been settled without recourse to litigation.

Employers often settle not only because they are clearly in violation of the law, but also because court cases involve public disclosure of the findings. If the case is settled without litigation, the institution's name is not revealed.

**No Wage-Hour Backlog**

Although the Equal Employment Opportunity Commission and the Department of Health, Education, and Welfare—which enforce, respectively, Title VII and the Executive Order—are backlogged and understaffed, there is no appreciable backlog at the Wage and Hour Division. (This is likely to change as the word gets out to academic women.)

Under the Equal Pay Act, jobs do not have to be exactly the same. In numerous cases the courts have ruled that "equal . . . does not mean identical. Insubstantial differences in the skill, effort, and responsibility of particular jobs should be ignored." Jobs need only be *substantially* equal.

Differences in pay based on merit or seniority are allowed, provided that the merit or seniority systems are not in themselves discriminatory on the basis of sex. The Equal Pay Act is concerned only with salary differences; discrimination in hiring, promotion, and other aspects of employment including pay are covered by the Executive Order and Title VII.

Women can complain simultaneously under the Equal Pay Act, the Executive Order, and Title VII. However, with its promise of a quick investigation coupled with anonymity, the Equal Pay Act is likely to turn out to be the Sleeping Beauty of the various sex-discrimination laws and regulations.

Already, several institutions have had to raise salaries of maids who have received less than janitors doing essentially the same work, and at least one institution recently increased a woman faculty member's salary by \$4,000 as a result of an Equal Pay investigation.

*The author is executive associate and director of the Project on the Status and Education of Women at the Association of American Colleges.*



# EVENTS

## MONDAY, MARCH 12

8:30 a.m. - 10:00 a.m.	Academic Affairs Staff (AA Area)
9:30 a.m. - 12:00 noon	Coop Ed Staff (830)
10:30 a.m. - 12:00 noon	A & R Staff (Mini-conf.)
10:30 a.m. - 12:30 p.m.	Physical Resources Committee (Hantack House)
12:00 noon - 1:00 p.m.	Theology for Lunch (Mini-conf.)
1:00 p.m. - 3:00 p.m.	Student Affairs Sub-Committee (Mini-conf.)
3:30 p.m.	ICC Staff (Preview Room)

## TUESDAY, MARCH 13

8:30 a.m. - 10:00 a.m.	V.P.'s meet with Pres. (Mini-conf.)
10:00 a.m. - 12:00 noon	Human Services Committee (306)
10:00 a.m. - 12:00 noon	Financial Aids (Mini-conf.)
12:00 noon - 1:00 p.m.	Civil Service Reps (Mini-conf.)
1:30 p.m.	LRC Staff
1:30 p.m. - 3:00 p.m.	Academic Wing (Mini-conf.)

## WEDNESDAY, MARCH 14

9:30 a.m. - 3:00 p.m.	Junior College Recruiting (Harper College)
10:00 a.m. - 12:00 noon	Educational Policies & Programs (Mini-conf.)
12:00 noon - 1:15 p.m.	FOCAL POINT (Mini-conf.)
1:00 p.m.	BALANCE (780)
1:30 p.m. - 3:00 p.m.	ISP Task Force (Mini-conf.)

## THURSDAY, MARCH 15

9:00 a.m. - 11:00 a.m.	CEAS Administrative Council (802)
9:00 a.m. - 1:00 p.m.	BOG Meeting (308)
12:00 noon - 1:30 p.m.	Committee on the Future (Mini-conf.)
1:30 p.m. - 5:00 p.m.	Junior College Recruiting (Triton College)
1:30 p.m.	HSRC STAFF (HSRC Area)
1:30 p.m. - 3:00 p.m.	CBPS Staff
1:30 p.m. - 3:30 p.m.	Civil Service Personnel Committee (Mini-conf.)
3:30 p.m. - 5:00 p.m.	Graudate Education Sub-Committee (Mini-conf.)

## FRIDAY, MARCH 16

8:30 a.m.	V.P.'s meet with President (Mini-conf.)
9:30 a.m. - 4:00 p.m.	CEAS Environmental Planning Workshop I
12:00 noon - 1:15 p.m.	Executive Committee (Mini-conf.)
1:30 p.m. - 3:00 p.m.	R & I Advisory Committee (Mini-conf.)
3:30 p.m. - 5:00 p.m.	Undergraduate Curriculum Committee (Mini-conf.)

## SATURDAY, MARCH 17

9:30 a.m. - 12:00 noon	CEAS Community Council
1:30 p.m. - 4:00 p.m.	South Suburban Women's Liberation (244)
3:00 p.m.	CCS Children's Theatre (Commons)
	"Ali Baba and the Magic Cave"

## SUNDAY, MARCH 18

3:00 p.m.	CCS Children's Theatre (Commons)
	"Ali Baba and the Magic Cave"